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2 Councilmember Janeese Lewis George

Trayon White  
Councilmember Trayon White, Sr.

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4 BE PINTO  
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6 Councilmember Brooke Pinto

Brianne K. Nadeau  
Councilmember Brianne K. Nadeau

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9 A BILL  
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12 IN THE COUNCIL OF THE DISTRICT OF COLUMBIA  
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15 To establish requirements prohibiting employers from posting a job advertisement  
16 without including the minimum and maximum salary or hourly pay information.

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18 BE IT ENACTED BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this  
19 act may be cited as the “Pay Range Act of 2023”.

20 Sec. 2. Definitions.

21 (1) “Employer” means any individual, firm, association, corporation, the District  
22 of Columbia government, any receiver or trustee of any individual firm, association, or  
23 corporation, or the legal representative of a deceased employer, who uses the services of an  
24 individual for pay in the District.

25 Sec. 3. Pay range requirement.

26 (a) An employer may not advertise a job, promotion, or transfer opportunity without  
27 posting the minimum and maximum salary or hourly pay range for the position in the  
28 advertisement. In stating the minimum and maximum salary or hourly pay for the position, the  
29 range may extend from the lowest to the highest salary the employer in good faith believes at the  
30 time of the posting it would pay for the advertised job, promotion, or transfer opportunity.

31 (b) The Worker’s Rights and Antifraud Section of the Office of the Attorney General  
32 Public Advocacy Division shall issue rules to implement and enforce the requirements of this  
33 Act.

34 Sec. 4. Fiscal impact statement.

35 The Council adopts the fiscal impact statement in the committee report as the fiscal  
36 impact statement required by section 4a of the General Legislative Procedures Act of 1975,  
37 approved October 16, 2006 (120 Stat. 2038; D.C. Official Code § 1-301.47a).

38 Sec. 5. Effective date.

39 This act shall take effect following approval by the Mayor (or in the event of veto by the  
40 Mayor, action by the Council to override the veto), a 30-day period of congressional review as  
41 provided in section 602(c)(1) of the District of Columbia Home Rule Act, approved December  
42 24, 1973 (87 Stat. 813; D.C. Official Code § 1-206.02(c)(1)), and publication in the District of  
43 Columbia Register.